



AUTHORIZED INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE & SERVICES

SPECIAL ITEM NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

FPDS Code D301	IT Facility Operation and Maintenance
FPDS Code D302	IT Systems Development Services
FPDS Code D306	IT Systems Analysis Services
FPDS Code D307	Automated Information Systems Design and Integration Services
FPDS Code D308	Programming Services
FPDS Code D310	IT Backup and Security Services
FPDS Code D311	IT Data Conversion Services
FPDS Code D313	Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
FPDS Code D316	IT Network Management Services
FPDS Code D317	Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule 76)
FPDS Code D399	Other Information Technology Services, Not Elsewhere Classified

Note 1: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

Note 3: This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performance by the publisher or manufacturer or one of their authorized agents.

SRC, Inc.
7502 Round Pond Road
North Syracuse, NY 13212-2558
(P) 315-452-8000
(F) 315-452-8440
www.srcinc.com

Contract Number: **47QTCA19D007Q**

Period Covered by Contract: **3/14/19 – 3/13/24**

General Services Administration, Federal Acquisition Service

Pricelist current through Modification # **0001**, dated **March 14, 2019**.

Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsaadvantage.gov>).

CUSTOMER INFORMATION:

1. Awarded Special Item Number(s):

SIN	Description
132-51	Professional Information Technology Services

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: See page 8.

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 11.

2. Maximum Order: \$500,000

3. Minimum Order: \$100

4. Geographic Coverage: Domestic and overseas delivery.

5. Point of Production: N/A

6. Prices Shown Herein are Net (discount deducted)

7. Quantity Discount: None

8. Prompt Payment Terms: Net 30

9. Government Purchase Cards Will be accepted above the micro-purchase threshold

10. Foreign Items: None

11. Time of Delivery: SRC, Inc. shall deliver or perform services in accordance with the terms negotiated in an agency's order.

11b. Expedited Delivery: Consult with Contractor

11c. Overnight/2-Day Delivery: Consult with Contractor

11d. Urgent Requirements: Consult with Contractor

12. FOB Point: Destination

13. Ordering Address: Contracts
ATTN: David M Linton, Senior Contracts Manager
7502 Round Pond Road
North Syracuse, NY 13212-2558

- 14. Payment Address:** Finance
ATTN: Christine Fleischmann, Billing Supervisor
7502 Round Pond Road
North Syracuse, NY 13212-2558
- 15. Warranty Provisions:** Contractor's Standard Warranty
- 16. Export Packing charges:** Not applicable
- 17. Terms and conditions of Government Purchase Card Acceptance:** Contact SRC, Inc. for terms and conditions of Government Purchase Card acceptance.
- 18. Terms and conditions of rental, maintenance, and repair:** Not applicable
- 19. Terms and conditions of installation:** Not applicable
- 20. Terms and conditions of repair parts:** Not applicable
- 20a. Terms and conditions for any other services:** Not applicable
- 21. List of service and distribution points:** Not applicable
- 22. List of participating dealers:** Not applicable
- 23. Preventive maintenance:** Not applicable
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:**
Not applicable
- 24b.** SRC, Inc. for Section 508 compliance information. The EIT standards can be found at:
<http://www.section508.gov>
- 25. DUNS Number:** 063053771
- 26.** SRC, Inc. is registered in the System for Award Management (SAM) database.

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)**

1. SCOPE

a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Services within the scope of this Information Technology Schedule.

b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract in accordance with this clause.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

The Inspection of Services—Fixed Price (AUG 1996) (Deviation – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection—Time-and-Materials and Labor-Hour (JAN 1986) (Deviation – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Deviation – May 2003) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Services.

9. INDEPENDENT CONTRACTOR

All IT Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

- (a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- (b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—
 - (1) The offeror;
 - (2) Subcontractors; and/or
 - (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order



**GSA HOURLY RATES
SIN 132-51**

Labor Category	03/14/19	03/14/20	03/14/21	03/14/22	03/14/23
	03/13/20	03/13/21	03/13/22	03/13/23	03/13/24
Application Engineer - Junior	\$112.64	\$114.89	\$117.19	\$119.53	\$121.92
Application Engineer - Principal	\$169.64	\$173.03	\$176.49	\$180.02	\$183.62
Application Engineer - Senior	\$138.25	\$141.01	\$143.83	\$146.71	\$149.64
Business Analyst - Junior	\$90.31	\$92.12	\$93.96	\$95.84	\$97.75
Business Analyst - Principal	\$135.34	\$138.04	\$140.80	\$143.62	\$146.49
Business Analyst - Senior	\$115.76	\$118.08	\$120.44	\$122.85	\$125.30
Computer and Information Research Scientist - Junior	\$114.89	\$117.19	\$119.53	\$121.92	\$124.36
Computer and Information Research Scientist - Principal	\$138.74	\$141.51	\$144.34	\$147.23	\$150.17
Computer and Information Research Scientist - Senior	\$127.01	\$129.55	\$132.15	\$134.79	\$137.48
Computer and IS Manager - Junior	\$142.47	\$145.32	\$148.22	\$151.19	\$154.21
Computer and IS Manager - Principal	\$174.67	\$178.16	\$181.72	\$185.36	\$189.06
Computer and IS Manager - Senior	\$165.94	\$169.26	\$172.64	\$176.09	\$179.62
Data Warehouse Specialists - Junior	\$105.87	\$107.99	\$110.15	\$112.35	\$114.60
Data Warehouse Specialists - Principal	\$136.84	\$139.57	\$142.36	\$145.21	\$148.12
Data Warehouse Specialists - Senior	\$117.48	\$119.83	\$122.23	\$124.68	\$127.17
Database Administrator - Junior	\$97.63	\$99.58	\$101.58	\$103.61	\$105.68
Database Administrator - Principal	\$134.09	\$136.77	\$139.51	\$142.30	\$145.14
Database Administrator - Senior	\$123.69	\$126.16	\$128.68	\$131.26	\$133.88
Information Assurance Specialist - Junior	\$113.61	\$115.89	\$118.20	\$120.57	\$122.98
Information Assurance Specialist - Principal	\$171.29	\$174.71	\$178.21	\$181.77	\$185.41
Information Assurance Specialist - Senior	\$129.41	\$132.00	\$134.64	\$137.33	\$140.08
Information Security Analyst/Engineer - Junior	\$91.99	\$93.83	\$95.71	\$97.63	\$99.58

Information Security Analyst/Engineer - Principal	\$175.97	\$179.49	\$183.08	\$186.74	\$190.47
Information Security Analyst/Engineer - Senior	\$138.18	\$140.94	\$143.76	\$146.64	\$149.57
Information System Security Engineer - Principal	\$108.15	\$110.31	\$112.52	\$114.77	\$117.07
Information System Security Engineer - Senior	\$153.34	\$156.40	\$159.53	\$162.72	\$165.97
Information Systems Security Engineer - Junior	\$127.01	\$129.55	\$132.15	\$134.79	\$137.48
Management Analyst - Junior	\$105.48	\$107.59	\$109.74	\$111.94	\$114.18
Management Analyst - Principal	\$126.35	\$128.87	\$131.45	\$134.08	\$136.76
Management Analyst - Senior	\$114.86	\$117.16	\$119.50	\$121.89	\$124.33
Network & Computer Systems Administrator - Junior	\$76.72	\$78.25	\$79.82	\$81.42	\$83.04
Network & Computer Systems Administrator - Principal	\$111.34	\$113.56	\$115.84	\$118.15	\$120.52
Network & Computer Systems Administrator - Senior	\$86.87	\$88.60	\$90.37	\$92.18	\$94.03
Program Manager - Junior	\$200.09	\$204.09	\$208.18	\$212.34	\$216.59
Program Manager - Principal	\$235.28	\$239.98	\$244.78	\$249.68	\$254.67
Program Manager - Senior	\$210.07	\$214.27	\$218.56	\$222.93	\$227.39
Project Manager - Junior	\$142.36	\$145.21	\$148.11	\$151.08	\$154.10
Project Manager - Principal	\$210.07	\$214.27	\$218.56	\$222.93	\$227.39
Project Manager - Senior	\$159.64	\$162.83	\$166.09	\$169.41	\$172.80
SME - Junior	\$204.93	\$209.03	\$213.21	\$217.47	\$221.82
SME - Principal	\$227.70	\$232.25	\$236.90	\$241.63	\$246.47
SME - Senior	\$217.32	\$221.67	\$226.10	\$230.63	\$235.24
Software Developer - Junior	\$82.48	\$84.13	\$85.81	\$87.53	\$89.28
Software Developer - Principal	\$150.52	\$153.53	\$156.60	\$159.73	\$162.92
Software Developer - Senior	\$113.96	\$116.24	\$118.57	\$120.94	\$123.36
Software Quality Assurance Engineer and Tester - Junior	\$90.95	\$92.77	\$94.63	\$96.52	\$98.45
Software Quality Assurance Engineer and Tester - Principal	\$157.02	\$160.16	\$163.36	\$166.63	\$169.96
Software Quality Assurance Engineer and Tester - Senior	\$111.32	\$113.55	\$115.82	\$118.13	\$120.50
System Engineer - Junior	\$114.69	\$116.98	\$119.32	\$121.71	\$124.14
System Engineer - Principal	\$169.89	\$173.29	\$176.75	\$180.29	\$183.89
System Engineer - Senior	\$136.02	\$138.75	\$141.52	\$144.35	\$147.24

Systems Administrator - Junior	\$113.69	\$115.97	\$118.29	\$120.65	\$123.07
Systems Administrator - Principal	\$169.16	\$172.55	\$176.00	\$179.52	\$183.11
Systems Administrator - Senior	\$132.45	\$135.10	\$137.81	\$140.56	\$143.37
Systems Integration Engineer - Junior	\$96.58	\$98.51	\$100.48	\$102.49	\$104.54
Systems Integration Engineer - Principal	\$159.64	\$162.83	\$166.09	\$169.41	\$172.80
Systems Integration Engineer - Senior	\$133.54	\$136.21	\$138.93	\$141.71	\$144.54

Labor Category Descriptions

Application Engineer - Junior

Functional Responsibilities: The Application Engineer - Junior performs Information Technology (IT) functions such as design, analysis, evaluation, testing, debugging, and implementation of applications programs supporting company business processes and operations. Analyzes, installs, acquires, modifies, and supports operating systems, databases, or utilities software. Plans, conducts, and directs the analysis of business problems to be solved with automated systems. Analyzes, designs, acquires, and implements projects for Local Area Network (LAN) and/or Wide Area Network (WAN) systems. Plans, designs, acquires, and implements telecommunications voice/wire systems. At higher job levels, may contribute to the development, testing, evaluation, or design of system or infrastructure architecture used throughout the IT solution set.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Application Engineer - Principal

Functional Responsibilities: The Application Engineer - Principal performs IT functions such as design, analysis, evaluation, testing, debugging, and implementation of applications programs supporting company business processes and operations. Analyzes, installs, acquires, modifies, and supports operating systems, databases, or utilities software. Plans, conducts, and directs the analysis of business problems to be solved with automated systems. Analyzes, designs, acquires, and implements projects for LAN and/or WAN systems. Plans, designs, acquires, and implements telecommunications voice/wire systems. At higher job levels, may contribute to the development, testing, evaluation, or design of system or infrastructure architecture used throughout the IT solution set.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Application Engineer - Senior

Functional Responsibilities: The Application Engineer - Senior performs IT functions such as design, analysis, evaluation, testing, debugging, and implementation of applications programs supporting company business processes and operations. Analyzes, installs, acquires, modifies, and supports operating systems, databases, or utilities software. Plans, conducts, and directs the analysis of business problems to be solved with automated systems. Analyzes, designs, acquires, and implements projects for LAN and/or WAN systems. Plans, designs, acquires, and implements telecommunications voice/wire systems. At higher job levels, may contribute to the development, testing, evaluation, or design of system or infrastructure architecture used throughout the IT solution set.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Business Analyst - Junior

Functional Responsibilities: The Business Analyst - Junior analyzes complex business problems to be solved with automated systems. Identifies gaps and provides technical expertise in business requirements for system functional specifications and scales new and current systems, processes, and procedures in a cost-effective manner. Configures system settings and options; plans and executes unit, integration, and acceptance testing to meet business requirements. Designs details of automated systems. May provide consultation to users in the area of automated systems. May lead cross-functional linked teams to address business or systems issues.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Business Analyst - Principal

Functional Responsibilities: The Business Analyst - Principal analyzes complex business problems to be solved with automated systems. Identifies gaps and provides technical expertise in business requirements for system functional specifications and scales new and current systems, processes, and procedures in a cost-effective manner. Configures system settings and options; plans and executes unit, integration, and acceptance testing to meet business requirements. Designs details of automated systems. May provide consultation to users in the area of automated systems. May lead cross-functional linked teams to address business or systems issues.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Business Analyst - Senior

Functional Responsibilities: The Business Analyst - Senior analyzes complex business problems to be solved with automated systems. Identifies gaps and provides technical expertise in business requirements for system functional specifications and scales new and current systems, processes, and procedures in a cost-effective manner. Configures system settings and options; plans and executes unit, integration, and acceptance testing to meet business requirements. Designs details of automated systems. May provide consultation to users in the area of automated systems. May lead cross-functional linked teams to address business or systems issues.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Computer and Information Research Scientist - Junior

Functional Responsibilities: The Computer and Information Research Scientist - Junior supports software development and engineering through research leading to new or improved software products. Conducts research and collects product information and support the development of specifications and requirements for consideration. Remains aware of technological trends and advancements and recommends strategic product enhancements to ensure product relevancy and

support revenue growth. Collaborates with Product Managers and technical groups to address important customer issues and finds innovative solutions to difficult problems. Career-Development position within field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Computer and Information Research Scientist - Principal

Functional Responsibilities: The Computer and Information Research Scientist - Principal supports software development and engineering through research leading to new or improved software products. Conducts research and collects product information and support the development of specifications and requirements for consideration. Remains aware of technological trends and advancements and recommends strategic product enhancements to ensure product relevancy and support revenue growth. Collaborates with Product Managers and technical groups to address important customer issues and finds innovative solutions to difficult problems. Career-Development position within field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Computer and Information Research Scientist - Senior

Functional Responsibilities: The Computer and Information Research Scientist - Senior supports software development and engineering through research leading to new or improved software products. Conducts research and collects product information and support the development of specifications and requirements for consideration. Remains aware of technological trends and advancements and recommends strategic product enhancements to ensure product relevancy and support revenue growth. Collaborates with Product Managers and technical groups to address important customer issues and finds innovative solutions to difficult problems. Career-Development position within field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Computer and IS Manager - Junior

Functional Responsibilities: The Computer and Information Systems (IS) Manager - Junior provides leadership for those involved in the development, design, and optimization of one or more IT and systems functions supporting company business processes and technical information systems platforms. Responsibilities include, but are not limited to, analysis, selection, and modification of enterprise systems, application software, installation of network Hardware (HW) / Software (SW), and database management. Provides direction for the effort required to protect the company's data, tools, and IS. Ensures infrastructure architecture standards maximize efficiency and support platform compatibility. Usually requires subject matter knowledge of user group for practical application of system characteristics. Coordinates delivery of services to user groups and ensures IT service is uninterrupted. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Computer and IS Manager - Principal

Functional Responsibilities: The Computer and IS Manager - Principal provides leadership for those involved in the development, design, and optimization of one or more IT and systems functions supporting company business processes and technical information systems platforms. Responsibilities include, but are not limited to, analysis, selection, and modification of enterprise systems, application software, installation of network HW/SW, and database management. Provides direction for the effort required to protect the company's data, tools, and IS. Ensures infrastructure architecture standards maximize efficiency and support platform compatibility. Usually requires subject matter knowledge of user group for practical application of system characteristics. Coordinates delivery of services to user groups and ensures IT service is uninterrupted. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Computer and IS Manager - Senior

Functional Responsibilities: The Computer and IS Manager - Senior provides leadership for those involved in the development, design, and optimization of one or more IT and systems functions supporting company business processes and technical information systems platforms. Responsibilities include, but are not limited to, analysis, selection, and modification of enterprise systems, application software, installation of network HW/SW, and database management. Provides direction for the effort required to protect the company's data, tools, and IS. Ensures infrastructure architecture standards maximize efficiency and support platform compatibility. Usually requires subject matter knowledge of user group for practical application of system characteristics. Coordinates delivery of services to user groups and ensures IT service is uninterrupted. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Data Warehouse Specialist - Junior

Functional Responsibilities: The Data Warehouse Specialist - Junior designs, develops, and maintains relational databases for data storage and data mining. Performs data warehouse design and testing, including data design, database architecture, metadata, and repository creation. Designs data warehouse schematics, layouts, and capacity planning. Creates and implements effective metrics and monitoring processes. Develops processes and procedures for entering information into data warehousing systems and for ensuring reliability of information entered. Seeks continuous improvement in performance of data warehouse and ensure security of data. Career-development position within the field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Data Warehouse Specialist - Principal

Functional Responsibilities: The Data Warehouse Specialist - Principal designs, develops, and maintains relational databases for data storage and data mining. Performs data warehouse design and testing, including data design, database architecture, metadata, and repository creation. Designs data warehouse schematics, layouts, and capacity planning. Creates and implements effective metrics and monitoring processes. Develops processes and procedures for entering information into data warehousing systems and for ensuring reliability of information entered. Seeks continuous improvement in performance of data warehouse and ensure security of data. Career-development position within the field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Data Warehouse Specialist - Senior

Functional Responsibilities: The Data Warehouse Specialist - Senior designs, develops, and maintains relational databases for data storage and data mining. Performs data warehouse design and testing, including data design, database architecture, metadata, and repository creation. Designs data warehouse schematics, layouts, and capacity planning. Creates and implements effective metrics and monitoring processes. Develops processes and procedures for entering information into data warehousing systems and for ensuring reliability of information entered. Seeks continuous improvement in performance of data warehouse and ensure security of data. Career-development position within the field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Database Administrator - Junior

Functional Responsibilities: The Database Administrator - Junior designs, develops, and implements database applications to accommodate a variety of user needs. Administers, maintains, develops, and implements the integrity, security, and availability of multiple database(s). Defines informational needs and elements; data relationships and attributes; proposed manipulation; data flow and storage requirements; and data output and reporting capabilities. Assists in testing and recommends software products. Performs system-level database and software maintenance.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Database Administrator - Principal

Functional Responsibilities: The Database Administrator - Principal designs, develops, and implements database applications to accommodate a variety of user needs. Administers, maintains, develops, and implements the integrity, security, and availability of multiple database(s). Defines informational needs and elements; data relationships and attributes; proposed manipulation; data flow and storage requirements; and data output and reporting capabilities. Assists in testing and recommends software products. Performs system-level database and software maintenance.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Database Administrator - Senior

Functional Responsibilities: The Database Administrator - Senior designs, develops, and implements database applications to accommodate a variety of user needs. Administers, maintains, develops, and implements the integrity, security, and availability of multiple database(s). Defines informational needs and elements; data relationships and attributes; proposed manipulation; data flow and storage requirements; and data output and reporting capabilities. Assists in testing and recommends software products. Performs system-level database and software maintenance.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Information Assurance Specialist - Junior

Functional Responsibilities: The Information Assurance (IA) Specialist – Junior conducts regular audits to ensure that systems are being operated securely, and IS security policies and procedures are being implemented as defined in security plans

Minimum Education: Bachelor's

Minimum Experience: 3 years

Information Assurance Specialist - Principal

Functional Responsibilities: The IA Specialist – Principal conducts regular audits to ensure that systems are being operated securely, and IS security policies and procedures are being implemented as defined in security plans

Minimum Education: Bachelor's

Minimum Experience: 10 years

Information Assurance Specialist - Senior

Functional Responsibilities: The IA Specialist – Senior conducts regular audits to ensure that systems are being operated securely, and IS security policies and procedures are being implemented as defined in security plans

Minimum Education: Bachelor's

Minimum Experience: 6 years

Information Security Analyst/Engineer - Junior

Functional Responsibilities: The Information Security Analyst/Engineer - Junior carries out all phases of IS/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security through firewalls and intrusion detection systems. Conducts regular audits to ensure that systems are being operated securely, and IS security policies and procedures are being implemented, as defined in security plans. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems, and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction, or disclosure. Researches, evaluates, tests, communicates, and implements new security software or devices. Implements, enforces, communicates, and develops security policies or plans for data, software applications, HW, telecommunications, and IS security education/awareness programs. Conducts routine investigations of IS security violations and incidents, reporting as necessary to management. Responds to queries and requests for computer security information and reports. Incumbent may report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Information Security Analyst/Engineer - Principal

Functional Responsibilities: The Information Security Analyst/Engineer - Principal carries out all phases of IS/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security through firewalls and intrusion detection systems. Conducts regular audits to ensure that systems are being operated securely, and IS security policies and procedures are being implemented, as defined in security plans. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems, and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction, or disclosure. Researches, evaluates, tests, communicates, and implements new security software or devices. Implements, enforces, communicates, and develops security policies or plans for data, software applications, HW, telecommunications, and IS security education/awareness programs. Conducts routine investigations of IS security violations and incidents, reporting as necessary to management. Responds to queries and requests for computer security information and reports. Incumbent may report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Information Security Analyst/Engineer - Senior

Functional Responsibilities: The Information Security Analyst/Engineer - Senior carries out all phases of IS/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security through firewalls and intrusion detection systems. Conducts regular audits to ensure that systems are being operated securely, and IS security policies and procedures are being implemented, as defined in security plans. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems, and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction, or disclosure. Researches, evaluates, tests, communicates, and implements new security software or devices. Implements, enforces, communicates, and develops security policies or plans for data, software applications, HW, telecommunications, and IS security education/awareness programs. Conducts routine investigations of IS security violations and incidents, reporting as necessary to management. Responds to queries and requests for computer security information and reports. Incumbent may report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Information Systems Security Engineer - Junior

Functional Responsibilities: The Information Systems Security Engineer (ISSE) – Junior performs, or reviews, technical security assessments of computing environments to identify points of vulnerability, non-compliance with established IA standards and regulations, and recommends mitigation strategies. Validates and verifies system security requirements definitions and analysis and establishes system security designs. Designs, develops, implements, and integrates IA and security systems and system components including those for networking, computing, and enclave environments to include those with multiple enclaves and with differing data protection/classification requirements. Builds IA into systems deployed to operational environments. Assists Architects and Systems Developers in the identification and implementation of appropriate information security functionality to ensure uniform application of Agency security policy and enterprise solutions. Supports the building of security architectures. Enforces the design and implementation of trusted relations among external systems and architectures. Assesses and mitigates system security threats/risks throughout the program life cycle. Contributes to the security planning, assessment, risk analysis, risk management, certification, and awareness activities for system and networking operations. Reviews Certification and Accreditation (C&A) documentation, providing feedback on completeness and compliance of its content. Applies system security engineering expertise in one or more of the following: system security design process; engineering life cycle; information domain; cross-domain solutions; Commercial Off-The-Shelf (COTS) and Government Off-The-Shelf (GOTS) cryptography; identification; authentication; authorization; system integration; risk management; intrusion detection; contingency planning; incident handling; configuration control; change management; auditing; C&A process; principles of IA (e.g., confidentiality, integrity, non-repudiation, availability, and access control); and security testing. Supports security authorization activities in compliance with National Security Agency/Central Security Service (NSA/CSS) Information System Certification and Accreditation Process (NISCAP) and DoD Information Assurance Certification and Accreditation Process (DIACAP) process, the National Institute of Standards and Technology (NIST) Risk Management Framework (RMF) process, and prescribed NSA/CSS business processes for security engineering.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Information Systems Security Engineer - Principal

Functional Responsibilities: The Information Systems Security Engineer (ISSE) – Principal performs, or reviews, technical security assessments of computing environments to identify points of vulnerability, non-compliance with established IA standards and regulations, and recommends mitigation strategies. Validates and verifies system security requirements definitions and analysis and establishes system security designs. Designs, develops, implements, and integrates IA and security systems and system components including those for networking, computing, and enclave environments to include those with multiple enclaves and with differing data protection/classification requirements. Builds IA into systems deployed to operational environments. Assists Architects and Systems Developers in the identification and implementation of appropriate information security functionality to ensure uniform application of Agency security policy and enterprise solutions. Supports the building of security architectures. Enforces the design and implementation of trusted relations among external systems and architectures. Assesses and mitigates system security threats/risks throughout the program life cycle. Contributes to the security planning, assessment, risk analysis, risk management, certification, and awareness activities for system and networking operations. Reviews C&A documentation, providing

feedback on completeness and compliance of its content. Applies system security engineering expertise in one or more of the following: system security design process; engineering life cycle; information domain; cross-domain solutions; COTS and GOTS cryptography; identification; authentication; authorization; system integration; risk management; intrusion detection; contingency planning; incident handling; configuration control; change management; auditing; C&A process; principles of IA (e.g., confidentiality, integrity, non-repudiation, availability, and access control); and security testing. Supports security authorization activities in compliance with NSA/CSS NISCAP and DIACAP process, the NIST RMF process, and prescribed NSA/CSS business processes for security engineering.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Information Systems Security Engineer - Senior

Functional Responsibilities: The Information Systems Security Engineer (ISSE) – Senior performs, or reviews, technical security assessments of computing environments to identify points of vulnerability, non-compliance with established IA standards and regulations, and recommends mitigation strategies. Validates and verifies system security requirements definitions and analysis and establishes system security designs. Designs, develops, implements, and integrates IA and security systems and system components including those for networking, computing, and enclave environments to include those with multiple enclaves and with differing data protection/classification requirements. Builds IA into systems deployed to operational environments. Assists Architects and Systems Developers in the identification and implementation of appropriate information security functionality to ensure uniform application of Agency security policy and enterprise solutions. Supports the building of security architectures. Enforces the design and implementation of trusted relations among external systems and architectures. Assesses and mitigates system security threats/risks throughout the program life cycle. Contributes to the security planning, assessment, risk analysis, risk management, certification, and awareness activities for system and networking operations. Reviews C&A documentation, providing feedback on completeness and compliance of its content. Applies system security engineering expertise in one or more of the following: system security design process; engineering life cycle; information domain; cross-domain solutions; COTS and GOTS cryptography; identification; authentication; authorization; system integration; risk management; intrusion detection; contingency planning; incident handling; configuration control; change management; auditing; C&A process; principles of IA (e.g., confidentiality, integrity, non-repudiation, availability, and access control); and security testing. Supports security authorization activities in compliance with NSA/CSS NISCAP and DIACAP process, the NIST RMF process, and prescribed NSA/CSS business processes for security engineering.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Management Analyst - Junior

Functional Responsibilities: The Management Analyst – Junior provides expertise on continuous process improvement strategies, organizational redesign, change management projects, and performance measures for moderately complex business process engagements. These improvements can be implemented in any functional area and are not limited to IT. Typically, specializes in a non-technical

field. Responsibilities may include, but are not limited to: identifying and eliminating duplication; outsourcing opportunities; streamlining; centralizing; business improvement processes; manufacturing improvement processes; and/or vendor selection. Clients may be internal or external to the company.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Management Analyst - Principal

Functional Responsibilities: The Management Analyst – Principal provides expertise on continuous process improvement strategies, organizational redesign, change management projects, and performance measures for moderately complex business process engagements. These improvements can be implemented in any functional area and are not limited to IT. Typically, specializes in a non-technical field. Responsibilities may include, but are not limited to: identifying and eliminating duplication; outsourcing opportunities; streamlining; centralizing; business improvement processes; manufacturing improvement processes; and/or vendor selection. Clients may be internal or external to the company.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Management Analyst - Senior

Functional Responsibilities: The Management Analyst – Senior provides expertise on continuous process improvement strategies, organizational redesign, change management projects, and performance measures for moderately complex business process engagements. These improvements can be implemented in any functional area and are not limited to IT. Typically, specializes in a non-technical field. Responsibilities may include, but are not limited to: identifying and eliminating duplication; outsourcing opportunities; streamlining; centralizing; business improvement processes; manufacturing improvement processes; and/or vendor selection. Clients may be internal or external to the company.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Network and Computer Systems Administrator - Junior

Functional Responsibilities: The Network and Computer Systems Administrator – Junior analyzes LAN and WAN systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing, and the like. Configures systems to user environments. Supports acquisition of HW and SW, as well as subcontractor services as needed.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Network and Computer Systems Administrator - Principal

Functional Responsibilities: The Network and Computer Systems Administrator – Principal analyzes LAN and WAN systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing, and the like. Configures systems to user environments. Supports acquisition of HW and SW, as well as subcontractor services as needed.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Network and Computer Systems Administrator - Senior

Functional Responsibilities: The Network and Computer Systems Administrator – Senior analyzes LAN and WAN systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices. Resolves interoperability problems to obtain operations across all platforms including e-mail, files transfer, multimedia, teleconferencing, and the like. Configures systems to user environments. Supports acquisition of HW and SW, as well as subcontractor services as needed.

Minimum Education: Bachelor's

Minimum Experience: 5 years

Program Manager - Junior

Functional Responsibilities: The Program Manager – Junior is responsible for developing and implementing strategy for the program team, including developing a robust risk mitigation plan. Understanding how different projects interlink and overlap. Working with the Human Resources (HR) team to manage staff and resources for programs. Managing budgets and reporting on fund allocation. Gathering feedback and presenting insights. Reporting on program performance to executive team and directors. Identifying opportunities for continual improvement. Developing industry partnerships Ensuring relevant standards, process, and regulations are upheld.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Program Manager - Principal

Functional Responsibilities: The Program Manager – Principal is responsible for developing and implementing strategy for the program team, including developing a robust risk mitigation plan. Understanding how different projects interlink and overlap. Working with the HR team to manage staff and resources for programs. Managing budgets and reporting on fund allocation. Gathering feedback

and presenting insights. Reporting on program performance to executive team and directors. Identifying opportunities for continual improvement. Developing industry partnerships
Ensuring relevant standards, process, and regulations are upheld.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Program Manager - Senior

Functional Responsibilities: The Program Manager – Senior is responsible for developing and implementing strategy for the program team, including developing a robust risk mitigation plan. Understanding how different projects interlink and overlap. Working with the HR team to manage staff and resources for programs. Managing budgets and reporting on fund allocation. Gathering feedback and presenting insights. Reporting on program performance to executive team and directors. Identifying opportunities for continual improvement. Developing industry partnerships
Ensuring relevant standards, process, and regulations are upheld.

Minimum Education: Bachelor's

Minimum Experience: 7 years

Project Manager - Junior

Functional Responsibilities: The Project Manager (PM) – Junior coordinates and monitors technical projects or programs from initiation through delivery. Gathers required data from end-users to evaluate objectives, goals, and scope to create technical specifications. Serves as liaisons between technical and non-technical departments in order to ensure that all targets and requirements are met. Ensures technical projects are completed on schedule and within budget. Keeps leadership informed of key issues that may impact project completion, budget, or other results. Holds a career-development position within the field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Project Manager - Principal

Functional Responsibilities: The PM - Principal coordinates and monitors technical projects or programs from initiation through delivery. Gathers required data from end-users to evaluate objectives, goals, and scope to create technical specifications. Serves as liaisons between technical and non-technical departments in order to ensure that all targets and requirements are met. Ensures technical projects are completed on schedule and within budget. Keeps leadership informed of key issues that may impact project completion, budget, or other results. Holds a career-development position within the field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and

assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Project Manager - Senior

Functional Responsibilities: The PM – Senior coordinates and monitors technical projects or programs from initiation through delivery. Gathers required data from end-users to evaluate objectives, goals, and scope to create technical specifications. Serves as liaisons between technical and non-technical departments in order to ensure that all targets and requirements are met. Ensures technical projects are completed on schedule and within budget. Keeps leadership informed of key issues that may impact project completion, budget, or other results. Holds a career-development position within the field. Requires moderate skill sets and developing proficiency within discipline. Conducts tasks and assignments as directed. Works under moderate supervision with some latitude for independent judgment.

Minimum Education: Bachelor's

Minimum Experience: 7 years

SME - Junior

Functional Responsibilities: The SME – Junior provides expertise in an area of IT (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems Integration, Software Development Methodologies, Security Engineering, Communications and Network Systems Management), or a specific functional area (e.g., finance, logistics, and operations research). Thinks independently and demonstrates exceptional written and oral communications skills. Ability to work independently as well as in a team environment. Proactive and able to self-initiate assignments.

Minimum Education: Bachelor's

Minimum Experience: 5 years

SME - Principal

Functional Responsibilities: The SME – Principal provides expertise in an area of IT (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems Integration, Software Development Methodologies, Security Engineering, Communications and Network Systems Management), or a specific functional area (e.g., finance, logistics, and operations research). Thinks independently and demonstrates exceptional written and oral communications skills. Ability to work independently as well as in a team environment. Proactive and able to self-initiate assignments.

Minimum Education: Bachelor's

Minimum Experience: 10 years

SME - Senior

Functional Responsibilities: The SME – Senior provides expertise in an area of IT (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems Integration, Software Development Methodologies, Security Engineering, Communications and Network Systems Management), or a specific functional area (e.g., finance, logistics, and operations research). Thinks independently and demonstrates exceptional written and oral communications skills. Ability to work independently as well as in a team environment. Proactive and able to self-initiate assignments.

Minimum Education: Bachelor's

Minimum Experience: 7 years

Software Developer - Junior

Functional Responsibilities: The Software Developer – Junior designs, develops, troubleshoots, and analyzes software programs for computer-based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. Advises HW Design Engineers on machine characteristics that affect software systems, such as storage capacity, processing speed, and input/output requirements. As required, provides inputs for documentation of new or existing programs. Excludes those whose primary responsibilities are in applications programming.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Software Developer - Principal

Functional Responsibilities: The Software Developer – Principal designs, develops, troubleshoots, and analyzes software programs for computer-based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. Advises HW Design Engineers on machine characteristics that affect software systems, such as storage capacity, processing speed, and input/output requirements. As required, provides inputs for documentation of new or existing programs. Excludes those whose primary responsibilities are in applications programming.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Software Developer - Senior

Functional Responsibilities: The Software Developer – Senior designs, develops, troubleshoots, and analyzes software programs for computer-based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. Advises HW Design Engineers on machine characteristics that affect software systems, such as storage capacity, processing speed, and input/output requirements. As required, provides inputs for documentation of new or existing programs. Excludes those whose primary responsibilities are in applications programming.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Software Quality Assurance Engineer and Tester - Junior

Functional Responsibilities: The Software Quality Assurance (QA) Engineer and Tester – Junior plans, designs, develops, and tests SW systems or applications for SW enhancements and new products. Most companies should be able to match to a specific SW development engineer position.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Software Quality Assurance Engineer and Tester - Principal

Functional Responsibilities: The Software QA Engineer and Tester – Principal plans, designs, develops, and tests SW systems or applications for SW enhancements and new products. Most companies should be able to match to a specific SW development engineer position.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Software Quality Assurance Engineer and Tester - Senior

Functional Responsibilities: The Software QA Engineer and Tester – Senior plans, designs, develops, and tests SW systems or applications for SW enhancements and new products. Most companies should be able to match to a specific SW development engineer position.

Minimum Education: Bachelor's

Minimum Experience: 6 years

System Engineer - Junior

Functional Responsibilities: The System Engineer – Junior designs, develops, modifies, and evaluates complicated and difficult HW devices and/or systems. Has technical responsibility for planning and conducting technical projects or phases of projects and may coordinate the efforts of technical support

personnel, drafters, technical writers, and electronics technicians as required. Develops and recommends design approaches for new or improved products and/or processes. Consolidates results of hardware design elements for assigned projects. Conducts independent technical investigations involving the origination or modification of material, component, or process specifications and requirements. May evaluate vendor capabilities to provide required products or services. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.

Minimum Education: Bachelor's

Minimum Experience: 3 years

System Engineer - Principal

Functional Responsibilities: The System Engineer – Principal designs, develops, modifies, and evaluates complicated and difficult HW devices and/or systems. Has technical responsibility for planning and conducting technical projects or phases of projects and may coordinate the efforts of technical support personnel, drafters, technical writers, and electronics technicians as required. Develops and recommends design approaches for new or improved products and/or processes. Consolidates results of hardware design elements for assigned projects. Conducts independent technical investigations involving the origination or modification of material, component, or process specifications and requirements. May evaluate vendor capabilities to provide required products or services. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.

Minimum Education: Bachelor's

Minimum Experience: 10 years

System Engineer - Senior

Functional Responsibilities: The System Engineer – Senior designs, develops, modifies, and evaluates complicated and difficult HW devices and/or systems. Has technical responsibility for planning and conducting technical projects or phases of projects and may coordinate the efforts of technical support personnel, drafters, technical writers, and electronics technicians as required. Develops and recommends design approaches for new or improved products and/or processes. Consolidates results of hardware design elements for assigned projects. Conducts independent technical investigations involving the origination or modification of material, component, or process specifications and requirements. May evaluate vendor capabilities to provide required products or services. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Systems Administrator - Junior

Functional Responsibilities: The Systems Administrator – Junior is responsible for the day-to-day operational maintenance, support, and upgrades for operating systems, workstations, and servers. Under general supervision, performs SW installations and upgrades to operating systems and layered

software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate SW and HW solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Implements and promotes Standard Operating Procedures (SOPs). Conducts HW and SW audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Incumbents in this job differ from Network and Systems Analysts in that they provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Systems Administrator - Principal

Functional Responsibilities: The Systems Administrator – Principal is responsible for the day-to-day operational maintenance, support, and upgrades for operating systems, workstations, and servers. Under general supervision, performs SW installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate SW and HW solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Implements and promotes Standard Operating Procedures (SOPs). Conducts HW and SW audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Incumbents in this job differ from Network and Systems Analysts in that they provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Systems Administrator - Senior

Functional Responsibilities: The Systems Administrator – Senior is responsible for the day-to-day operational maintenance, support, and upgrades for operating systems, workstations, and servers. Under general supervision, performs SW installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate SW and HW solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Implements and promotes Standard Operating Procedures (SOPs). Conducts HW and SW audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Incumbents in this job differ from Network and Systems Analysts in that they provide the day-to-day upkeep and maintenance of the established systems whereas the Analysts determine and develop the systems that will be implemented.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Systems Integration Engineer - Junior

Functional Responsibilities: The Systems Integration Engineer – Junior defines, designs, and develops system requirements. Assesses architecture and current hardware limitations; defines and designs complex system specifications; input/output processes; and working parameters for HW/SW compatibility. Coordinates design of subsystems and integration of total system. Analyzes and resolves difficult and complicated program support deficiencies. Conducts independent technical investigations in systems design. Coordinates and consolidates design efforts on major projects.

Minimum Education: Bachelor's

Minimum Experience: 3 years

Systems Integration Engineer - Principal

Functional Responsibilities: The Systems Integration Engineer – Principal defines, designs, and develops system requirements. Assesses architecture and current hardware limitations; defines and designs complex system specifications; input/output processes; and working parameters for HW/SW compatibility. Coordinates design of subsystems and integration of total system. Analyzes and resolves difficult and complicated program support deficiencies. Conducts independent technical investigations in systems design. Coordinates and consolidates design efforts on major projects.

Minimum Education: Bachelor's

Minimum Experience: 10 years

Systems Integration Engineer - Senior

Functional Responsibilities: The Systems Integration Engineer – Senior defines, designs, and develops system requirements. Assesses architecture and current hardware limitations; defines and designs complex system specifications; input/output processes; and working parameters for HW/SW compatibility. Coordinates design of subsystems and integration of total system. Analyzes and resolves difficult and complicated program support deficiencies. Conducts independent technical investigations in systems design. Coordinates and consolidates design efforts on major projects.

Minimum Education: Bachelor's

Minimum Experience: 6 years

Experience & Degree Substitution Equivalencies

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

Equivalent Degree

Experience

High School

1 year of relevant experience

Associate's

High School or equivalent plus 2 years relevant experience

Bachelor's

Associate's degree + 2 years relevant experience or 4 years relevant experience

Master's

Bachelor's plus 2 years relevant experience or Associate's degree + 4 years relevant experience or 6 years relevant experience

PhD

Master's + 2 years relevant experience, or Bachelor's + 4 years relevant experience or

Associate's + 6 years relevant experience or 8 years relevant experience